

**KCEN-TV/KMAY-LP  
EEO PUBLIC FILE REPORT  
May 1, 2009 – March 31, 2010<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-9, 11-13, 16, 19-22, 24-47, 49-56, 58-73, 75-86, 88-90, 92-99, 101	25
Account Executive	2-9, 11-13, 16, 19-22, 24-47, 49-56, 58-73, 75-86, 88-90, 92-99, 101	35
Video Journalist	2-9, 11-12, 16, 19-22, 24-40, 42-48, 49-64, 66-67, 69-72, 75-86, 88-90, 93-95, 97-99	25
Web Producer	2-9, 11-12, 16, 18-48, 50-56, 58-64, 66-67, 69-90, 93-99	25
News Anchor/Reporter	2-9, 11-12, 15-16, 19-48, 50-55, 58-64, 66-67, 69-86, 88-90, 93-99	43
News Anchor/Reporter	2-9, 11-12, 15-16, 19-48, 50-55, 58-64, 66-67, 69-86, 88-90, 93-99	88
Editor	1-9, 11-12, 14-22, 24-48, 50-55, 57-64, 66-67, 69-73, 75-88, 89-91, 93-100	79
Producer	1-9, 11-12, 14-22, 24-47, 50-55, 57-64, 68-67, 69-73, 75-91, 93-100	88
Editor	1-9, 11-12, 14-22, 24-40, 42-47, 51-55, 57-64, 66-67, 69-72, 75-86, 88-91, 93-95, 97, 99-100	83
Photojournalist	1-9, 11-12, 14-22, 24-40, 42-47, 51-55, 57-64, 66-72, 75-86, 88-91, 94-95, 97, 99-100	40
Director of Marketing	1-9, 11-12, 14, 16-17, 19-22, 24-47, 50-55, 57-64, 66-67, 69-73, 75-86, 88-95, 97, 99	25
Sales Manager	1-14, 16-22, 24-47, 50-67, 68-73, 75-86, 88-95, 97, 99	25

<sup>1</sup> This SEU’s reporting period includes recruitment activity from May 1, 2009 through March 21, 2010 and is an abbreviated one as KCEN License Company, LLC acquired KCEN-TV, Temple, TX and KMAY-LP, Bryan, TX effective May 1, 2009. See FCC File Nos. BALCT/TTL-20090115AGA-B.

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**II. MASTER RECRUITMENT SOURCE LIST**

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone: 325-674-6540 Email bradon.tharp@acu.edu Brandon Owens	N	0
2	Advancing Women P.O. Box 6642 San Antonio, Texas 78209 Phone : 210.822.1103 Fax : 210.821.5119 Gretchen Glasscock	N	0
3	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone: (919) 515-3835 Fax: 1-919-515-8078 Tracey Ray	N	0
4	Alliance of Dallas Educators 4144 N. Central Expressway Dallas, Texas 75204 Phone: (214) 823-4855 Fax: (214) 823-1226 Harley Hiscox	N	0
5	Amarillo Hispanic Chamber of Commerce P. O. Box 1861 Amarillo, Texas 79105 Phone: 806-379-8800 Fax: 806-376-7873 Marie Maestas	N	0
6	Amarillo Technical Center P. O. Box 11197 Amarillo, Texas 79111 Phone: 806-335-2316 ext 245 Fax: 806-335-3411 Lewis Griffith	N	0

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7	Angelina College 1001 Birdwell Lane Big Spring, Texas 79720 Phone : 432-264-5100 Fax : 432-264-5026 Rhonda Kernick	N	0
8	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
9	Asian Women In Business 358 5th Avenue, Suite 504 New York, New York 10001 Phone : 212-868-1368 Fax : 212- 868-1373 Bonnie Wong	N	0
10	Bryan Eagle Newspaper 1729 Briarcrest PO Box 3000 Bryan, Texas 77805 Phone: 974-776-4444 Fax: 974-774-0053 Email: brenda.garica@theeagle.com Brenda Garica	N	0
11	CA Chicano News Media Assoc 727 W. 27th Street Los Angeles, California 90007 Phone : NA Fax : 213-744-1809 EEO Officer	N	0
12	Walk In / Self Referral	N	5

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13	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
14	Cisco Junior College 717 E. Industrial Blvd. Abilene, Texas 79602 Phone : 325-794-4464 Email: trussel@cisco.cc.tx.us Terri Russell	N	0
15	Collective Talent 1721 W Richardson Pl Tampa, Florida Phone : 813-254-9695 www.collectivetalent.com Michael Bille	N	0
16	College of the Mainland 1200 Amburn Road Texas City, Texas 77591 Phone : 409-938-1211 ext. 255 Fax : 409-938-1621 Eugene Connors	N	0
17	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Email:Leslie.Brunson@concordia.edu Leslie Brunson	N	0
18	Connecticut School of Broadcasting 9600 Great Hills Trail Ste #200 E Austin, Texas 78759 Phone : 512-340-1420 Email: csbaustin@gocsb.com Randy Ahrens	N	0

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19	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
20	DFW Association of Black Communicators PRIMEDIA Workplace Learning Carrollton, Texas 75007 Phone : 972-309-4322 Fax : 972-309-5011 Eva Coleman	N	0
21	DSU Training Institute, Inc. 800 Webster, Ste. 700 Houston, Texas 77002 Phone : 713-658-8883 Fax : 713-658-0200 Robert Harris	N	0
22	Edelen Communications 807 Brazos, Ste. 406 Austin, Texas 78701 Phone : 512-480-9641 Fax : 512-480-9649 Michael Edelen	N	0
23	Eighth Street Baptist Church 215 Martin Luther King Drive Temple, Texas 76501 Phone : 254-773-3034 Pastor Roscoe Harrison	N	0
24	Emma L. Bowen Foundation for Minority Interests 1299 Pennsylvania Ave. NW, 11th Floor Washington, District of Columbia 20004 Phone : 202-637-4494 Fax : 202-637-4495 EEO Officer	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled To Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	Word-of-Mouth Referral	N	11
26	Employment Outreach Project 901 E. Street, N W Washington, District of Columbia Phone : (202) 879-9789 Fax : (202) 783-1019 EEO Officer	N	0
27	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
28	Hill College 112 Lamar Dr. Hillsboro, Texas 76645 Phone : NA Fax : 817-582-2555 William Auvenshine	N	0
29	Hispanic Link News Service, Inc. 1420 N. St., N W Washington, District of Columbia 20005 Phone : (202) 234-0280 Fax : (202) 234-4090 EEO Officer	N	0
30	Hispanic Magazine 1406 Camp Craft Rd, Austin, Texas 78701 Phone : 512-476-5599 Fax : 512-320-1942 Sam	N	0

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31	Houston Minority Business Devt Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Fax : 713-644-3523 EEO Officer	N	0
32	Houston NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Fax : 713-630-2699 EEO Officer	N	0
33	Huston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Fax : 512-505-3190 EEO Officer	N	0
34	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
35	Internal Posting (Bulletin Board)	N	2
36	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled To Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
38	Job Corps Center 11155 Gateway West El Paso, Texas 79935 Phone : 915-594-0022 Fax : 915-591-0166 Paco Sanchez	N	0
39	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	N	0
40	KCEN-TV Website www.centraltexasnow.com	N	2
41	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
42	McMurry College McMurry Station, P.O. Box 968 Abilene, Texas 79697 Phone : 915-691-6441 Fax : 915-691-6599 Lecia Hughes	N	0

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43	Medialine.com PO Box 51909 Pacific Grove , California 93950 Phone : 800-237-8073 Fax : 1-831-648-5204 Mark Shilstone	N	5
44	Midland Hispanic Chamber of Commerce P. O. Box 11134 Midland, Texas 79702 Phone : 915-682-2960 Fax : 915-687-3972 Charlene Wurtz	N	0
45	Minority Broadcast Academy 5511 Woodland Avenue Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Fax : 1-816-822-8002 M. C. Richardson	N	0
46	MLK Community Center 2720 Sampson Houston, Texas 77004 Phone : 713-659-7704 Fax : 713-659-4672 Madgelean Bush	N	0
47	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
48	NAACP 2109 East Ave I Temple, Texas 76501 Phone : 254-778-4115 George English	N	0

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49	Nat'l Alliance For Media Arts & Culture 346 9th St. San Francisco, California 94103 Phone : 415-431-1391 Fax : 1-415-431-1392 Jack Walsh	N	0
50	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
51	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Fax : 404-523-5467 EEO Officer	N	0
52	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, Maryland 20783 Phone : 301-445-7100 Fax : 301-445-7101 EEO Officer	N	0

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53	National Association of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia Phone : 202-662-7145 Fax : 202-662-7144 EEO Officer	N	0
54	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, Virginia 22182 Phone : 703-893-2410 Fax : 703-893-2414 EEO Officer	N	0
55	National Association of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 Fax : (708) 848-6008 EEO Officer	N	0
56	National Black MBA Association 180 N. Michigan Avenue Chicago, Illinois 60601 Phone : (312) 236-2622 Fax : (312) 236-4131 Job Referral	N	0
57	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email: baslkin@nlgja.org Brian Salkin	N	0

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58	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
59	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Fax : (703) 683-5312 EEO Officer	N	0
60	Native American Journalists Association 1433 E. Franklin Ave., Ste. 11 Minneapolis, Minnesota 55404 Phone : 612-874-8833 Cindy St.	N	0
61	North Harris College 2700 W. W. Thorne Dr. Houston, Texas Phone : 713-443-JOBS Fax : 713-443-LIST Luciano Salinas	N	0
62	North Texas Women's Business Development Center 1402 Corinth St. Suite 1536 Dallas, Texas 75215 Phone : 214-428-1177 Fax : 214-428-4633 Cindy Alvarado	N	0

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63	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0
64	Our Texas Magazine 103 N. Willomet Dallas, Texas 75208 Phone : 214-946-5315 Fax : 214-943-4858 General Berry	N	0
65	PageNet 4965 Preston Park Blvd., Ste. 600 Plano, Texas 75093 Phone : 972-985-4100 Fax : 1-972-985-6740 EEO Officer	N	0
66	Panola College 1109 W. Panola St. Carthage, Texas 75633 Phone : 903-693-2011 Fax : 903-693-5588 Suzan Bailey	N	0
67	Paul Quinn College 3837 Simpson Steward Rd Dallas, Texas 75241 Phone : 214-376-1000 Fax : 214-302-3581 Bonnie Warren	N	0

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68	San Marcos Hispanic Chamber of Commerce P. O. Box 1051 San Marcos, Texas 78667 Phone : 512-353-1103 Fax : 512-392-1484 Adriana Serna	N	0
69	SER Jobs for Progress 3615 Culebra Ave. San Antonio, Texas 78228 Phone : 210-434-9491 Fax : 210-433-4347 Fred Adams	N	0
70	Service Employment Redevelopment Jobs 100 Decker Drive, Ste. 200 Irving, Texas 75062 Phone : 214-541-0616 Fax : 214-650-1860 Gloria	N	0
71	SouthFair Community Development 2821 S. Boulevard Dallas, Texas 75215 Phone : (214) 421-1363 Fax : (214) 421-1264 Hank Lawson	N	0
72	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
73	Temple Daily Telegram 10 South 3rd Street Temple, Texas 76501 Phone : 254-778-4444 Email: cgspeer@temple-telegram.com Carolyn Speer	N	0

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74	Temple LULAC PO Box 3722 Temple, Texas 76505 Phone : 254-773-1633 Arthur Resa	N	0
75	Texas A & M Univ. - Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 512-593-2216 Fax : 512-595-2214 Susan Dollar	N	0
76	Texas A & M University - Corpus Christi 6300 Ocean Dr. Corpus Christi, Texas 78412 Phone : 512-994-2629 Fax : 512-994-5729 Peter Schmidt	N	0
77	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
78	Texas Asian Chamber of Commerce 8222 Jamestown Dr. Blg A113 Austin, Texas 78758 Phone : 512-420-8777 Fax : 512-339-4600 Clyde Prestwood	N	0
79	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Fax : 1-512-322-0522 Craig Bean	N	3

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80	Texas Christian University P. O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Fax : 817-921-7133 Anantha Babbili	N	0
81	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 903-592-2342 Gloria Hackney	N	0
82	Texas Southern University Dept. of Comm., 3100 Cleburne St. Houston, Texas 77004 Phone : 713-527-7749 Fax : 713-527-7258 Serbino Sandifer-Walker	N	0
83	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	1
84	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
85	The Foundation for Minority Interests in Media, Inc. 825 7th Ave. New York, New York 10019 Phone : (212) 456-1992 Fax : (212) 456-1997 Shiemicka Richardson	N	0

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86	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
87	TSTC 3801 Campus Drive Waco, Texas 76705 Phone : 1-800-792-8784 www.waco.tstc.edu Rob Wolaver	N	0
88	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 www.tvjobs.com Mark Holloway	N	6
89	TX Assn of African American Chambers of Commerce 3607 E. Rosedale Fort Worth, Texas 76105 Phone : 817-531-8510 Fax : 817-534-9274 Devoid Jennings	N	0
90	University of Mary Hardin-Baylor U M H B Station Box 8415 Belton, Texas 76513 Phone : 817-939-4691 Fax : 817-939-4535 Jerry Bawcom	N	0
91	University of Texas at Austin Career Placement Services, College of Communication Austin, Texas 78712 Phone : 512-471-9421 Email: ccsmain@austin.utexas.edu Monica Choi	N	0

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92	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
93	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
94	Victoria College 2200 E. Red River Victoria, Texas 77901 Phone : 512-572-6403 Fax : 512-572-3850 Roy Goldman	N	0
95	Victoria Hispanic Chamber of Commerce P. O. Box 5002 Victoria, Texas 77903 Phone : 512-578-7434 Fax : 512-578-7489 Arnold Davis	N	0
96	Waco Tribune Herald PO Box 2588 Waco , Texas 76702 Phone : 254-757-5757 Email: gallen@wacotrib.com Grace Allen	N	1
97	West Texas A & M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Fax : 806-656-2818 Leigh Browning	N	0

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98	West Texas A&M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Fax : 806-656-2818 RuNell Coons	N	0
99	Western Texas College 6200 College Ave Snyder, Texas 79549 Phone : 915-573-8511 ext 200 Fax : 915-573-9321 Bettie McQueen	N	0
100	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-927-3232 Eva Harris Vickerstaff	N	0
101	Killeen Daily Herald 1809 Florence Rd Killeen Texas 76540 Phone: 254-200-7600 Classified Department	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			37

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participate in event programs sponsored by or on behalf of educational institutions relating to careers in broadcasting.	On July 15, 2009, one of our station's anchors spoke to the journalism class at Baylor University, Waco, Texas about television broadcasting and news gathering, market size, sales, associated press and ratings. Television jobs, positions and skills and abilities were also discussed.
2	Internship Program	Our SEU hosted a student from Reicher High School in Killeen, Texas from August 10 through September 30, 2009. Under the supervision of our station's production manager, he interned 25 hours per week at our facilities, learning the operation of running studio cameras during live newscasts.
3	Internship Program	Our SEU hosted a student from Baylor University in Waco, Texas from August 21 through December 10, 2009. Under the supervision of our station's news director, she interned 20 hours per week and was exposed to the daily workings of a medium market television newsroom. She learned the basic techniques of producing and anchoring.
4	Participate in Job Fair	On November 18, 2009, our station participated in the fall job fair at Temple College in Temple, Texas. This job fair was open to the community. Our station HR Manager distributed information about the station, job opportunities and application procedures. Further, the station donated air time by running 94 :30 second spots to promote the job fair.